

Office of the Mayor

NEWARK HUMAN RIGHTS COMMISSION



20th ANNUAL REPORT  
1972

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## THE NEWARK HUMAN RIGHTS COMMISSION

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Israel Velez, Second vice-chairman  
Mrs. Jean Palumbo, Secretary  
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Dr. Russell Greco  
Leonard Chavis  
Inspector Joseph Manghisi  
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## OFFICE OF THE MAYOR

### NEWARK HUMAN RIGHTS COMMISSION

CITY HALL, NEWARK, NEW JERSEY 07102 • 643-6300 Ext. 281

#### COMMISSIONERS

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KENNETH A. GIBSON  
MAYOR

DANIEL W. BLUE, JR.  
EXECUTIVE DIRECTOR

To The Honorable Kenneth A. Gibson, Mayor  
and Members of the Municipal Council  
City Hall  
Newark, New Jersey

Dear Sirs:

In accordance with the City Council resolution, I am pleased to submit the 20th annual report of the Newark Human Rights Commission.

During the past year, the Commission has continued to be a viable force in the Newark community, addressing itself to the human rights and human relations problems of all its citizens.

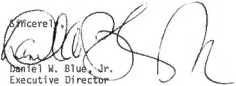
Polarization is on the rise in Newark and it is very important that we continue to pull people together to bring about sound reasoning, understanding and logic which we have strived to do in 1972.

This past year marked the end of two decades of promoting racial harmony and peace throughout the City of Newark. We will endeavor in the next 20 years to improved human relations and bring Newark closer to its goal of ending discrimination.

Honorable Kenneth A. Gibson, Mayor  
and Members of the Municipal Council  
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We wish to thank you and the City Council for your support during the past year. We seek your continued support and coopertion in reaching our ultimate goal-- the creation of a community where equal opportunity for all our citizens is an everyday reality.

Sincerely,



Daniel W. Blue, Jr.  
Executive Director

## INTRODUCTION

In 1972 the Newark Human Rights Commission celebrated twenty years to ensuring domestic tranquility for the citizens of Newark. During these twenty years, the Commission has intensified its efforts to eliminate racial polarization and the vestiges of discrimination which still remain in the community. We have continued to develop and implement a broad line of communication which emphasizes the positive aspects of the Commission's genuine efforts and programs to meet human relations problems and improve the quality of life and opportunities for all citizens.

The Commission's responsibilities are boundless. Its goals are set forth in the charter of creation "Article II" :

### 2:2-40. Functions, powers and duties

#### (a) The functions of the Commission shall be to:

- (1) Foster mutual understanding and respect among all racial, religious and ethnic groups in the City,
- (2) Discourage and prevent discriminatory practice against any such group or its members,
- (3) Cooperate with federal, state and municipal agencies and non-governmental organizations having like or kindred functions; and
- (4) Make such investigations and studies in any field of human relationship as in the judgment of the Commission will aid in effectuating its general purposes.

Our responsibilities and goals require strong support with other municipal agencies, social, civic and grassroot organizations. Helping individuals means working within the community. Often assistance to individuals is best given by working with other groups to reach more people.

Often it means initiating action where a void exists, but a need is strong.

We realize that in order to effectuate positive social change, the Human Rights Commisison must be the catalyst which induces social interaction among the various segments throughout the community. It must play the role of advocacy on controversial issues where principles are involved.

## CHAIRMAN STATEMENT

The Honorable Kenneth A. Gibson, Mayor  
and members of the City Council  
City Hall  
Newark, New Jersey

Gentlemen:

I am pleased to submit to you on behalf of the Newark Human Rights Commission this report of our activities during 1972.

The past year marked the end of the second decade in the Commission's struggle to bring about mutual understanding by all groups in the City, despite differences of race, creed or ethnic background.

During the past year the City of Newark has set an example for other cities in New Jersey and the nation by passage of a strong Fair Housing and Public Accommodations Ordinance, Fair Employment Practices Ordinance and a Blockbusting Ordinance. Newark will continue to be a leader rather than a follower in the field of Urban Human Relations.

Despite our positive efforts, the spectre of polarization of the races continues to haunt us, continually fanned by inflammatory rhetoric and fueled by prejudice, bigotry and intolerance of the Human Rights of others.

As a Commission we pledge and dedicate ourselves to bringing to a halt these practices which stunt our growth as a City, dissolution our young, frustrate our middle aged and crush our elderly.

We shall continue to reach out for your assistance and cooperate in helping us reach the goals mandated by our charter and so badly needed by our citizenry.

Daniel J. Warnock  
Chairman



## DIRECTOR'S MESSAGE

As I look back in retrospect, 1972 was a year of many changes for the Newark Human Rights Commission. A reorganization of staff and the implementation of new agency procedures were accomplished in the first half of the year to increase efficiency.

Two laws were passed--Fair Employment Practice and Housing and Public Accommodation and placed under our jurisdiction for implementation to enable the Commission to deliver more and better services to the Newark Community.

In this year's message I shall focus on our responsibility as a Human Rights Commission. Our mission is to identify and eliminate discrimination where ever it may appear in the City of Newark.

We are under a constitutional obligation to enforce not only the Human Rights of the citizens of Newark, but their federal rights as well and to provide remedies for elimination.

The Commission realizes it cannot effectively abdicate its responsibilities by either ignoring them or by merely failing to discharge them. This we feel is our responsibility to you--the Newark community. Of course the total responsibility does not rest nor stop with the Newark Human Rights Commission, but has to be shared by the citizens in the Newark community.

Although conciliatory efforts are made, human relations problems will continue and must be a concerted effort on the part of the total community.

The Newark Human Rights Commission will continue in its endeavors to assist the Newark community in what every way we can.

We will continue to promote peace and harmony throughout the City of Newark for all its citizens regardless of race, creed, color, sex or ethnic background.

1972 OPERATING BUDGET

Salaries and Wages

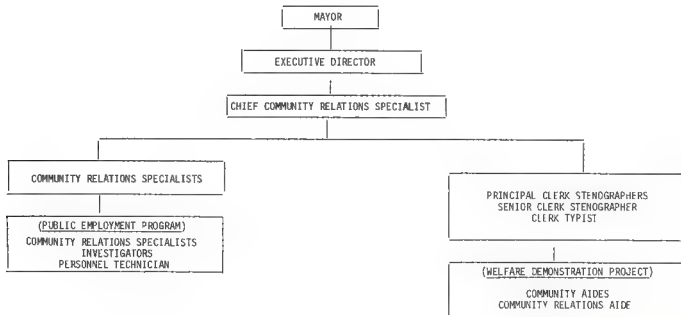
Executive Director (1)	16,800.00
Chief Community Relations Specialist (1)	13,135.00
Community Relations Specialists (11)	113,674.00
Principal Clerk Stenographers (2)	13,098.00
Senior Clerk Stenographers (2)	5,580.00
Clerk Typist (1)	4,830.00
	<hr/>
Total Salaries and Wages	\$167,117.00

Operating Expenses

Services by Contract or Agreement	\$5,540.00
Office Materials and Supplies	3,150.00
	<hr/>
Total Other Expenses	\$8,690.00

TOTAL OPERATING BUDGET \$175,807.00

ORGANIZATION CHART



STAFF MESSAGE TO THE NEWARK COMMUNITY

The Newark Human Rights Commission's operation has been streamlined during the past twelve months with two pieces of legislation that has enabled the Commission to move forward in the area of equal opportunities and justice for all the residents of Newark.

To the Citizens of Newark, may we extend an opportunity to join the Newark Human Rights Commission in repairing damages inflicted upon our city, both humanly and physically, combining our efforts to rebuild our city and establish open lines of communication among all our citizens regardless of race, creed, color or ethnic background.

It was our hope that when the cease fire in Vietnam went into effect on January 27, 1973, the peace which we all anxiously awaited would have helped in creating better understanding and knowledge on one another in the City of Newark. Unfortunately, it has not worked that way but, instead, we are encountering problems in our schools as well as in housing.

We, the staff members, of the Newark Human Rights Commission would like to see better understanding and harmony among all Newark residents. Let us all join hands to make Newark a place to be proud of.

MEMBERS OF THE NEWARK HUMAN RIGHTS COMMISSION--STAFF

## Blockbusting

Equal access to housing in all neighborhoods in a peaceful and orderly fashion is the right of all person and is in the best interest of growth and development of the City of Newark.

In recent years, an unprecedented number of the City's White constituency have left for the surrounding suburbs, while many sociological and psychological factors can be cited to explain this mass exodus. The role and attitude of the real estate agent becomes critical in marginal, transitional and integrated neighborhoods.

In the past many agents have not hesitated to play up the fears of the homeowner, in order to make a quick sale. In such circumstances, the property owner is induced to sell his home on the basis of misrepresentation by the real estate agent. Many times despite the astronomical costs involved in purchasing a suburban home and despite considerable loss in terms of the profit accrued by selling his present home, the white property owner needs the prophets of gloom, the property reapers--the real estate agent.

When panic selling becomes the rule and a neighborhood changes its racial, ethnic or economic composition, overnight, the only one who profits is the unscrupulous and greedy real estate agents, who have preyed on the White community's fears and the Black community's needs.

In December 1971, the Newark Municipal Council enforced the Newark Human Rights Commission to enforce the City's Blockbusting Ordinance, which seeks to eliminate the economic and social tactics of the unscrupulous real estate agents.

Besides prohibiting misrepresentation concerning the listing for sale of any real property, the Ordinance seeks to set controls on practices of real estate agents with regard to canvassing. Under the Ordinance, any person who receives or expects to receive pecuniary gain from the sale of real property is required

to file an 'Intent to Canvass' form identifying the area of and duration of the canvassing operation.

The duty of monitoring and supervising the canvassing provisions of the Ordinance, was placed in the Office of the Human Rights Commission.

On the basis of complaints received, the Commission was instrumental in citing one agency within the City with violation of the Blockbusting Ordinance's provisions for disregarding canvassing procedures. The original Ordinance was amended to include provisions for the display of "For Sale" and "Sold" signs with regard to the selling and listing of real property. The display of such signs has been used as a blockbusting technique designed to frighten and panic residents into listing their properties.

In January of 1969, "For Sale" and "Sold" signs speckled every neighborhood section of Newark. After a year of arduous, intensive surveys by the Newark Human Rights Commission staff and subsequent meetings with the real estate agencies responsible for the signs, it can be reported that 90% of the signs violating the Ordinance have been removed. One real estate agent was fined \$100.

An agency which is endowed with an obligation to protect the rights of all the people who comprise the Newark community, must establish sensitive lines of communication with the people it is obligated to serve.

In 1972 a series of educational seminars, public hearings and public investigations were conducted to ensure that the provisions of the Blockbusting Ordinance would be clearly understood, interpreted and enforced.

Likewise, the efforts made by individuals and community organizations in alerting the Commission to infractions of the law, has increased the effectiveness of the Commission in enforcing the Ordinance.

## EDUCATION

Throughout the year the Education and Police Relations Unit of the Newark Human Rights Commission was involved in many programs and problems involving the school system in Newark. The following is a report on the work performed:

### January - 1972

An indepth survey of the racial make up of students, and administration of selected public schools was conducted along with a survey examining problems facing those schools.

### February - 1972

The Newark Human Rights Commission co-sponsored with the National Conference of Christians and Jews and the YW-YMCA a three day program on "Rearing Youth of Good Will." Students from all the high schools in Newark and several from other municipalities participated in the program.

### March - 1972

The Commission assisted in co-ordinating a community meeting on the question of a new high school in Vailsburg. The Commission worked closely with the local clergy and organizations in helping bring about a meeting which was attended by over 700 citizens from the Vailsburg area.

The Commission also assisted in co-ordinating a meeting for parents of children in Experimental Schools to examine the future of such schools.

### April and May - 1972

Visitations of all Parochial Schools in Newark were conducted so as to ascertain what problems afflict these schools and also familiarize the Administrators of the Schools with the work performed by the Commission.

### June - 1972

Scholarships were presented to eight students representing their



high schools for their winning essay on "What I Believe To Be The Role Of The Human Rights Commission In The '70's."

September - 1972

The school-alert schedule went into effect during this month to keep down emotions and controversy in the public high schools, that sometime has stimulated walkouts or generated acts of violence during the school opening week.

October - 1972

The Commission interceded in a dispute between parents and officials of Bergen Street School involving the dismissal of a security guard. A solution advanced by the Commission proved to be acceptable to both sides.

November and December - 1972

Upon receiving numerous written complaints alledging harassment of school children in and around Alexander Street School, the Commission acted to defuse the racial hostilities created by the incidents. A community meeting was called and later followed up by house visits to those complainants. Information was forwarded to the Newark Police Department and Councilmen along with the State Attorney General's Office.

Further contacts with Administrators of schools in the area reported no incidents since actions to alleviate the situation were taken.

As for the future, the Commission is in the process of establishing "Little Human Relations Councils" in the local schools. These councils will give the Commission an open line of communication at all times with the Newark School System.

## POLICE COMMUNITY RELATIONS

Cognizant of the strained relationship between law enforcement agencies and the "rank and file," members of urban municipalities throughout our country, the Newark Human Rights Commission has vigorously and enthusiastically strived to close the gap between the Newark Police Department and our fellow citizens. Furthermore, we salute both the Police Community Relations Bureau and the Internal Affairs Division of the NEWARK POLICE DEPARTMENT, for their tireless cooperation.

Henceforth is documented some of our many Police Relations activities this year:

- \* One hundred and thirty (130) police cases have been investigated by our staff, leaving only one (1) pending at the present time.
- \* Meeting with Internal Affairs Division on May 17, 1972 to discuss effective cooperation between our agency and their division.

### I. Verbal agreement expressed

- A. Staff members of the Human Rights Commission will be invited to attend departmental hearings as observers.
- B. Staff members of the Human Rights Commission may accompany complainants to Internal Affairs Office for initial interview; remain during interview and later phone to ascertain name of investigator assigned to the case. Staff members may personally contact investigator for progress of matter.
- C. Staff members may visit police headquarters on cases which were referred.
- E. Staff members may read final reports in office, but copies of such reports cannot be released.

- F. A copy of the complainant's statement can be given to them and to the Newark Human Rights Commission.

The Commission made visits to tension areas to make an analysis of community problems in the city's highest crime spots.

By interviewing residents, we determined that hostility toward the Police had increased markedly as a function of violence in those areas of the City. In addition, most of the area's residents were interested in keeping peace but the lack of recreation programs, youth employment and drug traffic contributed to potential violence. As a result of these visitation the following recommendations were made

- A. Create an atmosphere in which members of the Police Force and staff of the community on problems of mutual concern.
- B. To develop within the Police Department and the members of the minority groups, real and lasting mutual respect.
- C. To seek ways in which the members of the community, the Newark Human Rights Commission and the Police Department can cooperate in the reduction of crime in the City of Newark.
- D. To erase damning stereotypes.
- E. To develop an image of the police profession that will facilitate the recruitment of minority men for the force.
- F. To project as an ultimate goal, the development of a Newark community that is a safer place for its citizens as a result of a common respect for the law, as well as a feeling of security and equal treatment on the part of the minority group citizens by virtue of their relationship to the proper officer.

II. Meeting between the Newark Human Rights Commission and Police Community Relations Bureau. The purpose of the meeting was to establish a rapport between the two agencies since we are both concerned with the same problems in our City. With this thought in mind, the Police Unit agreed upon the following objectives:

- A. Familiarization between the members of the Newark Human Rights Commission and the Newark Police Community Relations Bureau.
- B. Regularly scheduled meetings to show each other the procedures of each agency.
- C. Assignment of one Specialist from the Newark Human Rights Commission and the Police Community Relations Bureau in times of crisis.
- D. Mutual respect of each other's present problems in initiating new programs for the benefit of all the people in Newark.
- E. Willingness to cooperate with each other on all matters that can affect the efficient and sensible operations of both the Newark Human Rights Commission and the Newark Police Community Relations Bureau.

Throughout the year, the Newark Human Rights Commission has been effective in their efforts to obtain a re-test for many of the police cadets who were turned down for various reasons. We sincerely thank the psychological and medical staff for their constant consideration.

## FAIR HOUSING AND PUBLIC ACCOMMODATION

Housing patterns in the City of Newark and adjacent communities in northern New Jersey reveal a society which not only tolerates segregated housing patterns, but a housing 'system' which actively promotes segregated and unequal housing opportunities based solely on race, color, creed, and national origin.

Discrimination in housing leads to discrimination in all areas of life, including segregated school systems and discrimination in places of public accommodation.

As American society continues to polarize along racial lines and to develop into two societies, 'separate and unequal,' the City of Newark is confronted with the dilemma of promoting integrated and compassionate communities in the midst of a housing crisis. The unavailability of adequate housing confronts every segment of the population.

The problem of finding adequate housing for minority groups is compounded by the prejudicial and discriminatory practices of the majority groups.

The Newark Human Rights Commission re-affirmed the basic right of every citizen to fair and adequate housing through the enactment of the Fair Housing Practices Act. Specifically, the act prohibits discriminatory practices on the part of real estate agents, owners of real estate property and mortgage and insurance agents, on the basis of race, creed, color ancestry, age, sex, marital status and liability for service in the armed forces. Violators of the Ordinance are subject to fine and imprisonment.

In order to ensure the right of every citizen, regardless of race, color or creed, to service in places of public accommodation, the Commission passed the "Fair Housing and Public Accommodation Ordinance (December, 1972) with the exception of private institutions, bone fide clubs or places of

accommodation which by their nature are distinctly private, as well as private educational facilities. The Ordinance bars the proprietor or owner of a public establishment from discriminating by refusing or denying persons accommodations, advantages, facilities or privileges. The law reiterates the basic right of a citizen to service in a place of public accommodation.

Through this Ordinance, the Commission intends to ensure the rights of all citizens with regard to housing and public accommodation and at the same, encourage inter-personal relationships and understanding between persons of differing backgrounds and traditions.

## FAIR EMPLOYMENT PRACTICE

The Fair Employment Practice Ordinance passed by the Municipal Council and placed under the Newark Human Rights Commission for implementation prohibits discrimination in employment based on race, color, creed, national origin or sex. The Ordinance came as a result of much studying in the area of employment discrimination of minority persons found to be so in the City of Newark, not only in employing persons but limiting minority persons from any possible advancement other than what tasks they were originally hired to perform.

Although employers in the "Affirmative Action Program" dealing with companies receiving Federal funds and mandated to hire minorities on a percentage basis, did in many areas give additional employment, very little was seen on the surface of elevating minority persons to a supervisory or management level.

Community Relations Specialists from the Human Rights Commission toured many places of employment in the City of Newark, appraising them of the workings of the Commission and at the same time securing data on the number of employees, number of minority employees, number of minority employees on a supervisory or management level and whether the businesses had a program to up-grade or advance minority personnel. At one particular large company, we found that they employed a total of 1,300 employees, only 3% minority and only three on a supervisory level. On conferring with the personnel department, we discussed at length what could be done in these areas and it was agreed that in three months, a program would be initiated to improve their methods of employment and upgrading. A follow-up on a return visit resulted in a present 14% minority employment and nine new positions on a supervisory level.

The Newark Airport was a prime target area. The major airlines, car rental agencies, airline sales offices, freight companies, restaurants and parking facilities were visited. We found no greater violations in the aforementioned problem areas than other employment facilities throughout the City of Newark.

## TENSIONS

The City of Newark found itself embroiled in a series of racial tensions and eruptions during the year of 1972. A constant watch was kept on densely populated, highly tensed areas in an effort to provide needed services in neighborhoods and to assist them with some of their problems.

The Police Relations and Education Unit was assigned to visit schools as part of their daily routine. In many instances when there confrontations, the Community Relations Specialists were already on the scene.

### SCHOOLS

A multitude of problems including racial disorder entered into daily activities of our local schools,

#### Alexander Street School

In the west ward, commonly known as Vailsburg, the situation at Alexander Street School was attributal to the lack of planned recreational facilities in the area.

The Commission assisted in easing the tension by bringing the parents in the area together. We met with the principles of both Alexander Street School and Sacred Heart School, since children from both schools had been targets of alledged attacks by Black students. Community wide effort did not result in a peaceful resolution of the matter. Community Relations Specialists were assigned to speak to parents involved. House to house contacts were made and parents were talked to individually.

#### South Street School

The Specialists of the Commission are called upon to assist in all areas of tension. An accident occurred on the tracks of Penn Central Railroad, which resulted in the death of a Puerto Rican youth who was playing with friends on the tracks. His companion became frightful of their parents punishment because they had skipped school to play on the tracks and reported that some



Black kids had pushed there friend in front of the train. The rumor spread quickly throughout the community that a Puerto Rican gang was going to attack school personnel at South Street School. Community Relations Specialists were dispatched to the scene. After interviewing the parents of the deceased, Specialists went to the homes of his playmates, only to be told three different versions of the incident. After having spent many hours with the parties involved--parents and youths--informing them of the irreparable damage that could result if they did not tell the truth, we were able to arrive at the truth, that the youth had gotten dragged by the train while playing.

#### COMMUNITY

Community tensions were a paramount problem during 1972 due partly to racial polarization and partly to misconceptions of ethnic backgrounds.

##### 19th Street and 19th Avenue

We were called upon to assist in the cooling off of the Black and Puerto Rican community in the 19th Street and 19th Avenue area.

The situation developed due to false rumors, which spread rapidly throughout the community, a Puerto Rican female had been shot by a Black male. During the ensuing hours, it was learned that two Puerto Rican males had been shot by a Black resident and a Black male had been shot by a Puerto Rican resident--one Puerto Rican male died five days later. Staff Members of the Newark Human Rights Commission spent 24 hours on the site.

The alledged assailant had fled to Texas and when he learned of the death of the Puerto Rican, he contacted the Director of the Newark Human Rights Commission, Daniel W. Blue, Jr. and surrendered. The assailant gave his reasons for surrender as being that he had heard of the work of the Commission and "I wanted to make sure I'd be safe..if I was walking the streets something might happen to me." After the surrender of the suspect to the Commission, the community's hostility ended and everything

was returned to normal in the neighborhood

#### Culter and Sixth Avenues

Residents of the Culter and Sixth Avenue area were disturbed when one of the local spanish speaking businessmen was arrested for no apparent reason. The community became incensed and generally outraged because of the lack of administrative response to the Spanish Speaking Community. Local leaders called a rally to hear the complaints of the community residents and to direct their efforts at general improvement in the area. Their complaints ranged from police abuse--verbal and physical, the jailing of residents at random and lack of interest on the part of the City Administration for the Spanish Speaking communities.

Community Relations Specialists were sent to the area to identify specific problems and to assist in what ever way possible. The community was tense and ready to explode at the slightest provocation. Specialists moved into the crowd that had gathered and talked freely with the residents and advised the community of the many advantages of creating organizations that would work to identify and solve community problems. The suggestions were taken wholeheartedly. Frustrations were dispatched and the community became organized to constructive ends.

#### Broad and Oriental

The residents of Broad and Oriental Streets were becoming disturbed by the lack of sanitation services, quality food and abandoned cards. The Commission was instrumental in resolving most of their complaints and preventing the venting of frustration on people and property.

#### Columbus Homes

In Columbus Homes, one of the high rise public housing development residents found themselves living in constant fear. This fear often

manifest itself in some form of racial prejudice which usually dissipates into tension between the most readily accessible bodies. Columbus Homes is a heterogeneous city within a city. Blacks and Puerto Ricans living together in frustration and fear, at times blame each other for problems which they did not create nor can they control. The overwhelming lack of recreational facilities foster youth gang activities.

The Newark Human Rights Commission received complaints on the deplorable living conditions that prevail in Columbus Homes. We sent Specialists to the area with the hope of bringing the people together in an attempt to get the two groups to talk. Through conversations with the area residents, the real problems were identified, faulty incinerators, uncleaned buildings, abandoned cars and debris. Few problems related to Black and Puerto Ricans abusing one another.

The Newark Human Rights Commission worked diligently with residents to improve and upgrade their living conditions which resulted in better racial harmony.

#### West and North Wards

Each summer big cities have problems with youths turning on fire hydrants to cool off. Newark not only had a hydrant problem but a tense situation developed when City residents were promised hydrant sprinklers.

The Commission was called upon to go into the West and North Wards in an attempt to inform residents of the danger associated with low water pressure. Tension had developed in the North Ward where Puerto Rican residents in the predominately Italian section were being threatened with harm if they turned on the hydrants. The Commission assisted in the distribution of the sprinklers and thus avoided a racial confrontation.

### Kawaïda Towers

The announcement of the construction of Kawaïda Towers in the north ward, sparked a group of 100 pickets to appear on the proposed site at the ground breaking ceremony in November, 1972.

Following the ground breaking ceremony, the construction site became a highly controversial issue in the north ward and throughout the state, requiring the Commission to assign staff on a continuing basis.

Numerous meetings and rallies were held during the day and the night. Staff was assigned to assist on a fair and impartial basis. It was the Commission's responsibility to protect the human rights of both factions. Constant picketing required as many as eight staff members on the site, conferring with the Newark Police Department, Justice Department and clergymen in an effort to insure orderly picketing to avoid confrontations between the factions.

As White resistance to the building of Kawaïda Towers persisted, many community groups including the North Ward Clergy sought a call to reason between both factions in an attempt to create an atmosphere conducive to "mutual understanding."

A series of restraint orders and court hearings required the attendance of Community Relations Specialists in order to understand rulings handed down by the judge relative to picketers, construction workers and the corporation.

Methods were devised by the Commission staff to establish dialogue between both factions. The opposition to the construction of Kawaïda, tended to divide an already highly polarized community.

Due to the mounting tension, the Commission felt that in the event of racial violence, arrangements should be made to have the alleged violators

released immediately after arrest in order to retard additional developments. Upon the advice of the U. S. Justice Department, Commission staff visited the Chief Magistrate to discuss this recommendation, the Judge agreed.

The Newark Human Rights Commission has over the years, served all the communities of Newark with its expertise in reconciling problems which unfortunately, people as a means of comfort, attribute to race instead of the real causes. The Commission has been overwhelmingly successful in the area of identifying the true problems, diverting emotions from racial bias and educating people to meaningful settlement which enhance the ability of the Commission to deal with problems and avoid confrontations. The Commission over the years has maintained an open mind which is very vital in its ability to work with people and handle their problems objectively.

## COMMUNITY SERVICES

### Projects and Programs

In keeping with the mandate of the edict which established our Commission, it is imperative that we formulate and carry out educational programs and projects that will aid in eliminating and preventing all types of prejudice and discrimination based on race, creed, color, sex, national origin or ancestry.

During 1972, we enlisted the cooperation of the various religious and ethnic groups, community, civic, labor and business organizations as well as other governmental agencies--municipal and state.

The Commission believes it is very important to let the people concerned know as much as possible so that their ideas and energies can be incorporated. We believe if we can establish positive relationships and interpretations there is not doubt that this will benefit in ameliorating the difficulties and misunderstandings which permeate our City.

The Newark Human Rights Commission cooperated and sponsored many programs jointly with other agencies in order to promote racial harmony and general well being.

Some of the agencies and programs we participated and cooperated with are listed below:

- \*New Jersey Region of the National Conference of Christians and Jews
- \*United Nations/United States of America
- \*Eleanor Roosevelt International Workshop
- \*BICC Executive Committee Meeting
- \*International Association of Official Human Rights Agencies
- \*Urban Affairs Committee
- \*East District Precinct Council Meetings
- \*Urban Coalition

- \*City Wide Community Youth Meeting
- \*United Vailsburg Committee
- \*Curriculum Revision Committee
- \*Tour of North Ward
- \*Newark Human Rights Commissioners Meetings
- \*Visit and Tour of Essex County Jail
- \*Tri-City Program
- \*Miller Street School PTA
- \*FOCUS Executive Board Meetings
- \*Tour of Housing Projects
- \*ASPIRA Board of Directors
- \*Greater Newark Affirmative Action Coalition
- \*North Ward Cultural Center

## International Association of Official Human Rights Agencies

In February, the Newark Human Rights Commission was the host agency for the IAOHRA, Atlantic Region-Training Conference.

The International Association is a nonpolitical organization of official governmental human rights agencies, boards and commissions throughout the United States and Canada. The Commission is a participating member of this association and has been for several years.

The Association work to eliminate and prevent discriminatory practices based upon race, color, creed, religion, national origin, ancestry, age or sex; to foster affirmative action programs to bring about full equality of opportunity and treatment.

Training sessions are conducted annually to assist member agencies in achieving a higher degree of professionalism and efficiency in eliminating discriminatory matters and to improve services within the area of their responsibility.

### Rutgers University Adult College Program

As part of the Commission's efforts to bring quality educational opportunities to the city's minority and working class residents, August 24, 1972 was proclaimed City of Newark-Rutgers University College Day at a press conference-reception hosted jointly by the Commission and Rutgers University.

The Commission along with Rutgers-Newark University College joined hands in a cooperative effort to bring all citizens of the community together in an open and academic setting where ideas may be exchanged, cultures explored and a better understanding of one another made possible.

To pursue that idea, the Human Rights Commission arranged to recruit Newark residents primarily for the evening division courses at the college.



Registration for new recruiters was held in City Hall, Rotunda for the spring semester. Extensive publicity was done by the Commission in an effort to promote the University College Day.

#### State Wide Human Relations/Rights Workshop

In September, 1972 the Newark Human Rights Commission conducted a one-day state-wide human relations workshop. More than ten cities from around the state were represented as well as the New Jersey Division on Civil Rights.

The Commission served as the catalyst for this workshop since it is the largest city in the State of New Jersey which is currently facing the many problems that communities throughout the State will be forced to deal with in the 70's.

The purpose of this workshop was to bring together all human rights agencies from around the State whereby common problems were shared, discussed, evaluated and recommendations made.

#### Fire Academy Seminar

The Commission holds as one of its functions the formulation of programs to lessen tensions among various groups in order to make proper recommendations to the administration for the development of policies that will aid in promoting general respect.

We participated in a series of seminars along with the Newark Fire Department entitled "Analysis of Dissent" in an attempt to bring about a better understanding between the Fire Department and the Newark community.

#### North Ward Conference

Understanding, sound reasoning and logic must prevail in order to have racial harmony. This has been one of our primary goals in 1972. We realize when there is misunderstanding or misceptions it is most prevalent.

In an attempt to eliminate racial prejudice, we held a series of meetings in the north ward section of our city to establish a permanent liaison between the north ward and the Commission.

A community meeting was also held involving the business segment of the Newark community. The various facets of our municipal government, the services offered were our main topics of discussion. We feel that community gatherings are a must. We believe we must involve all segments of the community, business, social, civic as well as other governmental agencies in order to establish open lines of communication.

#### Training Session-New Jersey Division on Civil Rights

Professional Development is a very necessary part of our operation. If we expect to grow and develop, then our knowledge must be expanded to meet any challenge we may encounter. During this past year, our staff members attended training classes conducted by the New Jersey Division on Civil Rights. In-service training was held at our monthly staff meetings with various resource people being brought in to assist the Commission in establishing a higher level of professionalism and proficiency. There was also staff participation in the various training classes conducted by the New Jersey Civil Service Commission.

#### First Annual Scholarship Awards Program

The Newark Human Rights Commission put forth an all out effort to make the total community aware of our concern for young people and at the same time, establish lines of communication between the Commission and the schools.

The Commission felt that as a result of this type of program, and the Board of Education could conjunctively establish "Little Human Relations Councils" in the city's high schools in the future.

The subject of the essay was "What I Believe To Be The Role Of The Human Rights Commission in the 70's. The contest was limited to

high school seniors, prospective college students for 1972. The essay was limited to 250 words and was under the complete direction of the English Department in eight high schools. Each school selected its own winner.

On June 12, 1972 a scholarship Wards Program was held in City Hall. Mayor Kenneth A. Gibson awarded each winning participant a check for \$200. The program was attended by a cross section of community persons, along with staff and Human Rights Commissioners.

The event was the first program of this nature in the history of Newark, designed specifically to encourage dialogue between the Commission and Newark residents.

#### Black History and Brotherhood Week

The Newark Human Rights Commission celebrated Black History and Brotherhood Week conjunctively in 1972. There was a week of activities in the City Hall Rotunda. Mayor Kenneth A. Gibson signed a proclamation proclaiming the week of February 20, 1972, Brotherhood Week. Copies of the proclamation were given to a cross section of Newark residents, along with the pen in which the Mayor used to sign this document. A Brotherhood Program was held in the Municipal Council Chambers. Three citizens were awarded plaques for their outstanding work in human relations in their communities and who had best exemplified the true meaning and spirit of "Brotherhood."

Former Commissioners were presented certificates of appreciation for having served untiringly and without compensation in the past years.

#### Community Relations and Service Groups

The Newark Human Rights Commission along with representatives and directors from core agencies in the City of Newark, met and formed a "Community Relations and Service Group."

There are several line agencies in the City of Newark that have

community relations departments; therefore, in order to help combat polarization in our city it is important for all groups who are interested in exchanging ideas in an effort to maintain understanding and communication among all agencies which serve the inner city.

The main thrust of this organization was to cover the range of youth concern, employment and career development, as well as presenting to the community a high profile of agencies working together.

#### Law Enforcement Seminar

The Newark Human Rights Commission assisted by the National Conference of Christians and Jews and the High Impact Anti-Crime Program sponsored a law enforcement seminar entitled "Delivery of Justice."

This conference was necessitated because of a definite lack of communication between the community and the agencies which administer, enforce and deliver justice in Newark.

The conference lasted two days and was attended by more than 200 people who voiced their concern and frustration among themselves and to the workshop leaders. Fifty-eight resolutions were adopted at this conference. A follow-up committee was formed from among the conference participants to act on the resolution that were passed by the body.

#### Speaker's Bureau

Keeping the citizens informed of the many activities and services offered by the Commission is a must in order to have open dialogue between the community and the Commission. The speaker's bureau was organized for that purpose. Although the calls for speakers from our Commission were not numerous in 1972, it is the hope of the Commission that the number will increase in 1973. We plan to do extensive advertising throughout the community in order to obtain that goal.

#### THE PUERTO RICAN DAY PARADE

The Puerto Rican Community comprises about 15% of the total population of the City of Newark. As with any minority there are cultural differences which lead to misunderstanding and resentment.

In 1972 as in previous years, the parade was held in the City of Newark. The Newark Human Rights Commission has served as coordinator and liaison of the parade for a number of years for the community and the administration.

The Commission is also instrumental in getting "Discovery Day of Puerto Rico" in the school system for one week as part of the regular school activities.

#### CRISPUS ATTUCKS

The Newark Human Rights Commission in conjunction with the Crispus Attucks Society sponsored a Crispus Attucks Memorial Service on March 5, 1972. The Newark Boys Choir provided the music, which was the highlight of the program;

The Program was taped and later aired over WHBI radio on April 26, 1972.

#### CHRISTMAS POWER

The Commission along with WNJR Radio Station and other community organizations sponsored a radio thon to raise money for Newark's needy families. For the past four years, the Commission has been involved with the Christmas Power Committee. We continued with the handling of all correspondence, screening and distribution.

## COMPLAINTS

In light of increased community tension, polarization and the need for the Commission to respond readily to community problems, the Commission was still able to handle more than 400 complaints that came into this office during 1972. These complaints were in the areas of:

- \* Blockbusting
- \* Education
- \* Public Accommodation
- \* Housing
- \* Employment
- \* Police Community Relations
- \* Community Service

We realize the number of complaints were reduced in 1972 and this is attributed to new directions which were required as a result of two new laws that are not on our books (Fair Employment Practice - Housing and Public Accommodations). Previously the Commission handled an abundance of welfare and service type complaints that are not longer in our jurisdiction. There were a total of 447 cases, 417 were closed and 30 cases still remain open.

## CASE LOAD REVIEW 1972

Nature of Complaint	Total Number Received	Closed	Open
Block Busting	2	2	0
EDUCATION	3	3	0
PUBLIC ACCOMMODATION	4	4	0
HOUSING	17	17	0
COMMUNITY SERVICES	42	42	0
EMPLOYMENT	104	91	13
POLICE COMMUNITY RELATIONS	123	106	17
REFERRED TO OTHER AGENCIES	152	152	0

City of Newark, New Jersey

KENNETH A. GIBSON, MAYOR

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COUNCILMAN-at-LARGE

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